

THE CITY OF SAN DIEGO, CALIFORNIA
MINUTES FOR SPECIAL COUNCIL MEETING
OF
TUESDAY, MAY 11, 1993
AT 2:00 P.M.
IN THE COUNCIL CHAMBERS - 12TH FLOOR

To Council Members Wolfsheimer, Roberts, Hartley, Stevens, Behr, Stallings, McCarty, and Vargas, members of the City Council of the City of San Diego, California:

A SPECIAL MEETING of the City Council is hereby called to be held in the Council Chambers, 12th floor City Administration Building, 202 C Street, San Diego, California, on May 10, 1993 of 3:30 p.m.

I am hereby scheduling a Special Council Meeting on Monday, May 10th and Tuesday, May 11th, for the purposes of providing a possible Impasse Hearing should the employee organizations and the Management Team fail to reach agreement in the current negotiation, and to introduce the 1994 Salary ordinance.

If necessary, this Impasse Hearing will be scheduled for Monday, May 10, 1993 at 3:30 p.m. The hearing would be preceded by an executive session. If the employee organizations and the Management Team fail to reach an agreement, this hearing would provide the employee organizations with the opportunity to appeal to the City Council. The 3:30 p.m. late afternoon meeting time is requested to accommodate employees who must take time off from work to attend the possible hearing.

A 2:00 p.m. May 11th hearing is required for introducing the Fiscal Year 1994 Salary Ordinance. An afternoon agenda will allow additional time should any modifications to the ordinance be required as a result of the Impasse Hearing. The 1994 Salary Ordinance must be introduced no later than May 11th.

Dated April 21, 1993.

SUSAN GOLDING, MAYOR

CHRONOLOGY OF THE MEETING:

The meeting was called to order by Mayor Golding at 3:23 p.m.
The meeting was adjourned by Mayor Golding at 4:19 p.m.

ATTENDANCE DURING THE MEETING:

(M) Mayor Golding-present

(1) Council Member Wolfsheimer-present

- (2) Council Member Roberts-present
- (3) Council Member Hartley-present
- (4) Council Member Stevens-present
- (5) Council Member Behr-present
- (6) Council Member Stallings-present
- (7) Council Member McCarty-present
- (8) Council Member Vargas-present
- Clerk-Fishkin (mp)

FILE LOCATION: MINUTES

ITEM-600: ROLL CALL

Clerk Fishkin called the roll:

- (M) Mayor Golding-present
- (1) Council Member Wolfsheimer-present
- (2) Council Member Roberts-present
- (3) Council Member Hartley-present
- (4) Council Member Stevens-present
- (5) Council Member Behr-present
- (6) Council Member Stallings-present
- (7) Council Member McCarty-present
- (8) Council Member Vargas-present

ITEM-602:

Four actions related to the Fiscal Year 1994 Salary Ordinance:

Subitem-A: (O-93-162 REV.) INTRODUCED AS AMENDED, TO BE
ADOPTED MAY 25, 1993

Introduction of an Ordinance establishing a Schedule of Compensation for Officers and Employees of the City of San Diego for Fiscal Year 1994 (Salary Ordinance).

Subitem-B: (R-93-1818) ADOPTED AS RESOLUTION R-281921

Establishing overtime eligibility of classifications in
the Classified Service.

Subitem-C: (R-93-1819) ADOPTED AS RESOLUTION R-281922

Amending employee representation units to add new
classifications and remove deleted classifications from
the appropriate existing units as established in the
Fiscal Year 1994 Salary Ordinance.

Subitem-D: (R-93-1820) ADOPTED AS RESOLUTION R-281923

Authorizing classifications eligible for the Management
Benefits Plan.

FILE LOCATION: Subitem-A: -- Subitem-B,C,D: MEET

COUNCIL ACTION: (Tape location: A005-B120.)

MOTION BY STALLINGS TO INTRODUCE THE ORDINANCE WITH THE
FOLLOWING PROVISIONS: WITH RESPECT TO THE POLICE OFFICERS
ASSOCIATION, AS YOU KNOW WE HAD AN AGREEMENT FOR AN
EXTENSION INTO FISCAL YEAR 1994 SUBJECT TO A REOPENER IF
REVENUES CONTINUE TO BE NEGATIVELY IMPACTED BY THE RECESSION
AND WITH COUNCIL AUTHORIZATION WE REOPENED THE CONTRACT WITH
THE POLICE OFFICERS ASSOCIATION. THE SALARY ORDINANCE
CONTAINS A PROVISION FOR A SALARY AND BENEFIT CHANGE FOR THE
POLICE OFFICERS ASSOCIATION IF THERE IS AN AGREEMENT AND
THAT AGREEMENT IS RATIFIED BY THE EMPLOYEES' REPRESENTATIVE
BY THE POLICE OFFICERS ASSOCIATION AND WE HAVE A SIGNED
MEMORANDUM OF UNDERSTANDING PRIOR TO THE ADOPTION OF THE
SALARY ORDINANCE TWO WEEKS FROM NOW. UNDER THOSE TERMS WITH
THAT CONDITION THE FOLLOWING WOULD GO INTO EFFECT FOR FISCAL
YEAR 1994: ON JANUARY 1, 1994 THERE WOULD BE A 2 PERCENT
BASE PAY INCREASE FOR POLICE OFFICERS. FLEXIBLE BENEFIT
PACKAGE WOULD BE INCREASED BY \$140.00. THERE WOULD BE A
PAY-IN-LIEU FREEZE ACROSS THE BOARD FOR ALL EMPLOYEES
REPRESENTED BY THE POLICE OFFICERS ASSOCIATION AND WE WOULD
PUT INTO EFFECT CERTAIN COURT OVERTIME PROVISIONS WITH
RESPECT TO THE SCHEDULING OF THE SECOND SHIFT IN A WAY--THE
METHOD BY WHICH COURT OVERTIME IS ASSIGNED WITHIN THE
DEPARTMENT. AND FINALLY, THERE WOULD BE A REDESIGN OF THE
CITY-MED PROPOSAL AS HAS BEEN GIVEN TO THE POLICE OFFICERS
ASSOCIATION. IF THERE IS NOT A MEMORANDUM OF UNDERSTANDING
RATIFIED AND SIGNED BEFORE THE ADOPTION OF THE SALARY
ORDINANCE, THERE WOULD BE A 1 PERCENT SALARY INCREASE
EFFECTIVE JULY 1, 1993 AND THE FLEXIBLE BENEFITS WOULD BE
INCREASED BY \$200.00 SUBJECT TO A FIXED ANNUAL CHARGE OF
\$60.00 FOR ADMINISTRATIVE COSTS, AND THE CITY-MED REDESIGN

WOULD BE IMPLEMENTED. WITH RESPECT TO LOCAL 145, THE FIREFIGHTERS, THE SALARY ORDINANCE FOR THE NEXT FISCAL YEAR WOULD BE AS FOLLOWS: THERE WOULD BE A SIMILAR SITUATION IN TERMS OF THE METHOD BY WHICH THE SALARY INCREASES WOULD BE CONTRACTED FOR IF THERE IS AN AGREEMENT THAT THE POLICE OFFICERS ASSOCIATION RATIFIES. THEN, THE FIREFIGHTERS SALARY WOULD INCREASE BY 1 PERCENT ON JUNE 1, 1994. FLEXIBLE BENEFITS WOULD INCREASE BY \$140.00, PAY-IN-LIEU WOULD BE FROZEN SUBJECT TO MANAGEMENT DISCRETION WITH RESPECT TO THE APPLICATION OF THAT PAY-IN-LIEU FREEZING AND THE CITY-MED HEALTH PLAN WOULD BE REDESIGNED AS PROPOSED TO LOCAL 145. IF THE POLICE OFFICERS ASSOCIATION DOES NOT RATIFY THE MEMORANDUM OF UNDERSTANDING AND PRESENT THAT EXECUTED TO THE COUNCIL BY THE ADOPTION OF THE SALARY ORDINANCE, FIREFIGHTERS PAY WOULD BE FROZEN IN FISCAL YEAR 1994--THERE WOULD BE NO INCREASE. FLEXIBLE BENEFITS WOULD INCREASE BY \$200.00 SUBJECT TO AN ANNUAL SURCHARGE OF \$60.00 FOR THE ADMINISTRATIVE COSTS FOR THAT PLAN AND THE CITY-MED PROGRAM WOULD BE REDESIGNED.

WITH RESPECT TO THE MUNICIPAL EMPLOYEES ASSOCIATION, IF THERE IS AN AGREEMENT RATIFIED AND SIGNED BY THE MEA PRESENTED TO THE CITY COUNCIL BY THE ADOPTION OF THE SALARY ORDINANCE IN TWO WEEKS, THERE WOULD BE A 7-DAY WORK FURLOUGH PROGRAM WITHOUT PAY TO BE SPREAD OVER THE 26 PAY PERIODS OF THE FISCAL YEAR 1994. EFFECTIVE JUNE 4, 1994 THERE WOULD BE A 1 PERCENT BASE PAY INCREASE. THERE WOULD BE A PAY-IN-LIEU FREEZE--THERE WOULD BE NO PAY-IN-LIEU FOR ANNUAL LEAVE PROVIDED IN FISCAL YEAR 1994. THE MERIT INCREASE CHANGE THAT WE PRESENTED ORIGINALLY TO THE MEA WHICH WOULD EXTEND THE LENGTH OF TIME SPENT BETWEEN A STEP TO B STEP TO A YEAR AND B STEP TO C STEP TO A YEAR AND MERIT INCREASES WOULD ONLY BE GIVEN TO OUTSTANDING EMPLOYEES WITH OUTSTANDING EVALUATIONS. THERE WOULD BE A FLEXIBLE BENEFIT INCREASE OF \$140.00. THE CITY-MED PLAN WOULD BE REDESIGNED AS PROPOSED AND FOR ALL NEW EMPLOYEES JOINING THE CITY ON OR AFTER JULY 1, 1993, THE ANNUAL LEAVE ACCRUAL LIMIT WOULD BE 250 HOURS. IF THERE IS NOT AN MOU WITH THE MEA AND NO RATIFICATION PRESENTED, A SIGNED AGREEMENT PRESENTED TO THE COUNCIL BEFORE THE ADOPTION OF THE SALARY ORDINANCE, THERE WOULD BE A 2.4 PERCENT SALARY ROLLBACK FOR ALL CLASSIFICATIONS REPRESENTED BY MEA. THERE WOULD BE A PAY-IN-LIEU FREEZE FOR ALL ANNUAL LEAVE. THE MERIT INCREASE CHANGE THAT I DESCRIBED WOULD GO INTO EFFECT. FLEXIBLE BENEFITS WOULD BE INCREASED BY \$200.00 SUBJECT TO A \$60.00 ANNUAL SURCHARGE FOR THE COST OF ADMINISTERING THOSE PLANS. CITY-MED WOULD BE REDESIGNED AND ANNUAL LEAVE WOULD BE RESTRUCTURED SO THAT EMPLOYEES JOINING THE CITY AFTER JULY 1, 1993 WOULD HAVE A MAXIMUM ACCRUAL OF 250 HOURS.

THOSE SAME PROVISIONS ARE IN THE SALARY ORDINANCE FOR LOCAL 127, AND WITH RESPECT TO ALL UNREPRESENTED, UNCLASSIFIED AND LEGISLATIVE EMPLOYEES OF THE CITY, THEY WOULD BE TREATED AS IF THEY WERE EMPLOYEES--THEY WOULD BE PROVIDED A 7-DAY WORK FURLOUGH AND THE 1 PERCENT SALARY INCREASE EFFECTIVE JUNE 4, 1994, THE PAY-IN-LIEU FREEZE, THE MERIT INCREASE CHANGE, THE FLEXIBLE BENEFIT INCREASE OF \$140.00, THE CITY-MED REDESIGN AND THE ANNUAL LEAVE RESTRUCTURING WOULD GO INTO EFFECT. AT MAYOR GOLDING'S DIRECTION, INSERT IN SECTION 1, PAGE 4 OF 24, WHICH RELATES TO MAYOR AND COUNCIL SALARIES, THAT IN ORDER TO TAKE OUR PAY CUTS WE MAY CHOOSE TO RECEIVE, INSERT THE SENTENCE THAT THE MAYOR AND EACH COUNCIL MEMBER MAY CHOOSE TO RECEIVE A REDUCED AMOUNT OF COMPENSATION IN THE AMOUNT EQUAL TO THE PERCENTAGE REDUCTION RECEIVED BY PARTICIPANTS IN THE MANDATORY WORK FURLOUGH PROGRAM BY SO INFORMING THE CITY AUDITOR. SO THAT THERE'S NO CONFUSION AT THE MOMENT, THE MAYOR AND COUNCIL DO NOT HAVE THE OPTION OF HAVING PAY DEDUCTED ON A BI-WEEKLY BASIS. WE CAN REFUSE A CHECK OR WRITE A CHECK BACK BUT IT HAS TO BE ONE LUMP SUM. THE INSERTION OF THIS WILL ENABLE US TO DO WHAT OCCURS WITH OTHER EMPLOYEES. WE ARE COMMITTED TO TAKING THE SAME SALARY REDUCTIONS, HOWEVER. ALL THE EMPLOYEES IN THE COUNCIL OFFICES AND THE MAYOR'S OFFICE, ALL THE MANAGEMENT UNCLASSIFIED AND UNREPRESENTED CLASSIFIED EMPLOYEES WOULD HAVE THE MANDATORY 7-DAY WORK FURLOUGHS IN TERMS OF THE PAY DEDUCTIONS OF THE 26 PAY PERIODS, THE PAY-IN-LIEU FREEZE, THE MERIT INCREASE CHANGE, THE FLEXIBLE BENEFIT INCREASE OF \$140.00, THE CITY-MED REDESIGN AND ALL NEW EMPLOYEES WOULD BE SUBJECT TO THE 250 HOURS CAP ON ACCRUAL OF ANNUAL LEAVE AND THE 1 PERCENT INCREASE ON JUNE 4, 1994. ADOPT THE RESOLUTIONS FOR SUBITEMS B, C, AND D. Second by Behr. Passed by the following vote: Wolfsheimer-yea, Roberts-yea, Hartley-yea, Stevens-yea, Behr-yea, Stallings-yea, McCarty-yea, Vargas-yea, Mayor Golding-yea.

ADJOURNMENT:

The meeting was adjourned by Mayor Golding at 4:19 p.m.

FILE LOCATION: MINUTES

COUNCIL ACTION: (Tape location: B120).